



## iAlign.Work Privacy Notice for California Residents

**Last Modified:** December 1, 2023

This Privacy Notice for California Residents supplements the information contained in the iAlign.Work Privacy Policy and applies solely to all visitors, users, and others who reside in the State of California ("consumers" or "you"). Cloud Motion Technology, LLC and its clients utilizing the iAlign.Work software ("iAlign.Work," "we," "us" or "our") adopt this notice to comply with the California Consumer Privacy Act ("CCPA") and California Privacy Rights Act ("CPRA"). Any terms defined in the CCPA and CPRA have the same meaning when used in this Privacy Notice.

### **Information We Collect**

StaffingNation collects information that identifies, relates to, describes, references, is reasonably capable of being associated with, or could reasonably be linked, directly or indirectly, with a particular individual, company, or device ("personal information"). We may collect the personal information and sensitive information categories listed in the tables below. The tables also list for each category our expected retention period, use purposes, and whether we sell the information or share it with third parties for cross-context behavioral advertising. For more information on our data retention periods please <https://www.ialign.work/>.

<b>Personal Information Category</b>	<b>Expected Retention Period</b>	<b>Business Purpose</b>	<b>Sold or Shared</b>
Identifiers: name, unique personal identifier, online identifier, Internet Protocol address, email address, account name, or other similar identifiers.	Throughout contract period. Will be maintained after contract period for up to 7 years depending on the System User Organization's requirements and for a minimum of 3 years for accounting purposes.	iAlign.Work collects identifiers to create, maintain, and secure your user account.	Not Sold. May be shared with our service providers to the extent necessary for the provision of services on our behalf. This information will also be assessable to and shared with System User Organizations (which are client companies that contract with us to utilize the



			software).
<p>California Customer Records personal information:</p> <p>A name, signature, email address, telephone number, username and/or account name.</p> <p>Some personal information included in this category may overlap with other categories.</p>	<p>Throughout contract period. Will be maintained after contract period for up to 7 years depending on the System User Organization's requirements and for a minimum of 3 years for accounting purposes.</p>	<p>iAlign.Work collects identifiers to create, maintain, and secure your user account.</p>	<p>Not Sold. May be shared with our service providers to the extent necessary for the provision of services on our behalf. This information will also be assessable to and shared with System User Organizations (which are client companies that contract with us to utilize the software).</p>
Protected classification characteristics under California or federal law	Not Collected	Not Collected	Not Collected
Commercial information	Not Collected	Not Collected	Not Collected
Biometric information	Not Collected	Not Collected	Not Collected
<p>Internet or other similar network activity:</p> <p>Browsing history, search history, information on a consumer's interaction with a website, program, or advertisements.</p>	<p>Throughout contract period. Will be maintained after contract period for up to 7 years depending on the System User Organization's requirements and for a minimum of 3 years for accounting purposes.</p>	<p>iAlign.Work collects interaction data with the website and software in order to properly track usage, document acknowledgements or consents, and to monitor usage.</p>	<p>Not Sold. May be shared with our service providers to the extent necessary for the provision of services on our behalf. This information will also be assessable to and shared with System User Organizations</p>



			(which are client companies that contract with us to utilize the software).
Geolocation data	Throughout contract period. Will be maintained after contract period for up to 7 years depending on the System User Organization's requirements and for a minimum of 3 years for accounting purposes.	iAlign.Work collects location information such as IP address to validate system usage within websites and programs.	Not Sold. This information will also be assessable and shared with to System User Organizations (which are client companies that contract with us to utilize the software).
Sensory data	Not Collected	Not Collected	Not Collected
Professional or employment-related information: current employment history, employee status and title, job evaluations, employment status, job assignments, training and development information, performance evaluation information, disciplinary and counseling information, and termination information. Current or past job history or	Throughout contract period. Will be maintained after contract period for up to 7 years depending on the System User Organization's requirements and for a minimum of 3 years for accounting purposes.	iAlign.Work may store or collect to provide services to our System User Organization related to talent development and performance management. This information may also be incorporated into the System User Organization's records and personnel files.	Not Sold. This information will also be assessable and shared with to System User Organizations (which are client companies that contract with us to utilize the software).



performance evaluations.			
Non-public education information	Not Collected	Not Collected	Not Collected
Inferences drawn from other personal information:  Profile reflecting a person's preferences, characteristics, predispositions, attitudes, and abilities.	Throughout contract period. Will be maintained after contract period for up to 7 years depending on the System User Organization's requirements and for a minimum of 3 years for accounting purposes.	iAlign.Work may collect a person's preferences, characteristics, abilities, or other information the system user provided through their profile within iAlign.Work.	Not Sold. This information will also be assessable and shared with to System User Organizations (which are client companies that contract with us to utilize the software).

<b>Sensitive Personal Information Category</b>	<b>Expected Retention Period</b>	<b>Business Purpose</b>	<b>Sold or Shared</b>
Government identifiers (social security, driver's license, state identification card, or passport number)	Not Collected	Not Collected	Not Collected
Complete account access credentials (usernames, passwords, and account numbers)	Throughout contract period. Will be maintained after contract period for up to 7 years depending on the System User Organization's requirements and for a minimum of 3 years for	iAlign.Work collects account credential information to allow you access to iAlign.Work.	Not Sold. May be shared with our service providers to the extent necessary for the provision of services on our behalf. This information will also be assessable to and shared with



	accounting purposes.		System User Organizations (which are client companies that contract with us to utilize the software).
Precise geolocation	Not Collected	Not Collected	Not Collected
Racial or ethnic origin	Not Collected	Not Collected	Not Collected
Religious or philosophical beliefs	Not Collected	Not Collected	Not Collected
Union membership	Not Collected	Not Collected	Not collected
Genetic data	Not Collected	Not Collected	Not Collected
Mail, email, or text messages contents not directed to us	Not Collected	Not Collected	Not Collected
Unique identifying biometric information	Not Collected	Not Collected	Not Collected
Health, sex life, or sexual orientation information	Not Collected	Not Collected	Not Collected

iAlign.Work obtains the categories of personal information listed above from the following categories of sources:

- Directly from you. For example, from your profile set up within the Software.
- Directly from our clients who are the System User Organizations within the Software

### **Use of Personal Information**

We may use, or disclose the personal information we collect for one or more of the following purposes:

- We use the Information you share and data we collect about you primarily for the legitimate interest of administering our business; (i) for registration and to manage your profile and listings, including to facilitate your access to and use of iAlign.Work; (ii) to enable us to publish your submitted content; (iii) to respond to your questions and requests regarding customization or use of iAlign.Work; (iv) to improve our product and service; (v) to resolve disputes and troubleshoot problems; (vii) to prevent prohibited activities or breach of agreements; (viii) to enforce our policies; and as otherwise described to you at the point of collection or as part of our separate service agreements.



- To fulfill or meet the reason you provided the information. For example, if you share your name and contact information to request a price quote or ask a question about our products or services, we will use that personal information to respond to your inquiry. We may also save your information to facilitate new product orders or to facilitate the services being rendered under a contract.
- To provide, support, personalize, and develop iAlign.Work, products, and services.
- To process your requests or questions
- To provide you with support and to respond to your inquiries, including to investigate and address your concerns and monitor and improve our responses.
- To help maintain the safety, security, and integrity of iAlign.Work, products and services, databases and other technology assets, and business.
- For testing, research, analysis, and product development, including to develop and improve iAlign.Work, products, and services.
- To respond to law enforcement requests and as required by applicable law, court order, or governmental regulations.
- As described to you when collecting your personal information.

We will not collect additional categories of personal information or use the personal information we collected for materially different, unrelated, or incompatible purposes without providing you notice.

### **Sharing Personal Information**

We may disclose your personal information to our clients, the System User Organization, pursuant to a service agreement. When we disclose personal information for a business purpose, we enter a contract that describes the purpose and requires the recipient to both keep that personal information confidential and not use it for any purpose except performing the contract.

#### ***Disclosures of Personal Information for a Business Purpose***

In the preceding twelve (12) months, iAlign.Work has disclosed the following categories of personal information for a business purpose:

- Identifiers.
- California Customer Records personal information categories.
- Professional or employment-related information.
- Internet or other similar network activity
- Geolocation data

We disclose your personal information for a business purpose to the following categories of third parties:



- Service providers.
- Clients that are System User Organizations associated with your account

### ***Sales of Personal Information***

In the preceding twelve (12) months, Company had not sold personal information.

### **Your Rights and Choices**

#### ***Access to Specific Information and Data Portability Rights***

You have the right to request that we disclose certain information to you about our collection and use of your personal information over the past 12 months. Once we receive and confirm your verifiable consumer request, we will disclose to you:

- The categories of personal information we collected about you.
- The categories of sources for the personal information we collected about you.
- Our business or commercial purpose for collecting that personal information.
- The categories of third parties with whom we share that personal information.
- The specific pieces of personal information we collected about you (also called a data portability request).
- PLEASE NOTE WE DO NOT ENGAGE IN THE SALE OF PERSONAL INFORMATION

#### ***Deletion Request Rights***

You have the right to request that we delete any of your personal information that we collected from you and retained, subject to certain exceptions. Once we receive and confirm your verifiable consumer request, we will delete your personal information from our records, unless an exception applies.

We may deny your deletion request if retaining the information is necessary for us or our service provider(s) to:

1. Complete the transaction for which we collected the personal information, provide a good or service that you requested, take actions reasonably anticipated within the context of our ongoing business relationship with you, fulfill the terms of a written warranty or product recall conducted in accordance with federal law, or otherwise perform our contract with you.
2. Detect security incidents, protect against malicious, deceptive, fraudulent, or illegal activity, or prosecute those responsible for such activities.
3. Debug products to identify and repair errors that impair existing intended functionality.



4. Exercise free speech, ensure the right of another consumer to exercise their free speech rights, or exercise another right provided for by law.
5. Comply with the California Electronic Communications Privacy Act (Cal. Penal Code § 1546 *et. seq.*).
6. Engage in public or peer-reviewed scientific, historical, or statistical research in the public interest that adheres to all other applicable ethics and privacy laws, when the information's deletion may likely render impossible or seriously impair the research's achievement, if you previously provided informed consent.
7. Enable solely internal uses that are reasonably aligned with consumer expectations based on your relationship with us.
8. Comply with a legal obligation.
9. Make other internal and lawful uses of that information that are compatible with the context in which you provided it.
10. Or if Employment Related Records within retention period.

#### ***Exercising Access, Data Portability, and Deletion Rights***

To exercise the access, data portability, and deletion rights described above, please submit a verifiable consumer request to us by either:

- Calling us at 858-810-3327
- Emailing us at [privacy@ialign.work](mailto:privacy@ialign.work)
- Visiting <https://www.ialign.work/>

Only you, or someone legally authorized to act on your behalf, may make a verifiable consumer request related to your personal information. You may also make a verifiable consumer request on behalf of your minor child.

You may only make a verifiable consumer request for access or data portability twice within a 12-month period. The verifiable consumer request must:

- Provide sufficient information that allows us to reasonably verify you are the person about whom we collected personal information or an authorized representative, which may include:
- Describe your request with sufficient detail that allows us to properly understand, evaluate, and respond to it.

We cannot respond to your request or provide you with personal information if we cannot verify your identity or authority to make the request and confirm the personal information relates to you.

Making a verifiable consumer request does not require you to create an account with us.





### ***Response Timing and Format***

We endeavor to respond to a verifiable consumer request within forty-five (45) days of its receipt. If we require more time (up to 90 days), we will inform you of the reason and extension period in writing.

We will deliver our written response by mail or electronically, at your option.

Any disclosures we provide will only cover the 12-month period preceding the verifiable consumer request's receipt. The response we provide will also explain the reasons we cannot comply with a request, if applicable. For data portability requests, we will select a format to provide your personal information that is readily useable and should allow you to transmit the information from one entity to another entity without hindrance.

We do not charge a fee to process or respond to your verifiable consumer request unless it is excessive, repetitive, or manifestly unfounded. If we determine that the request warrants a fee, we will tell you why we made that decision and provide you with a cost estimate before completing your request.

### ***Personal Information Sales Opt-Out and Opt-In Rights***

If you are 16 years of age or older, you have the right to direct us to not sell your personal information at any time (the "right to opt-out"). We do not sell the personal information of consumers we actually know are less than 16 years of age. Consumers who opt-in to personal information sales may opt-out of future sales at any time.

PLEASE NOTE, WE DO NOT CURRENTLY SELL ANY PERSONAL INFORMATION. THERE IS NO NEED FOR CONSUMERS TO OPT-IN OR OPT-OUT AT THIS TIME.

### **Non-Discrimination**

We will not discriminate against you for exercising any of your CCPA rights. Unless permitted by the CCPA, we will not:

- Deny you goods or services.
- Charge you different prices or rates for goods or services, including through granting discounts or other benefits, or imposing penalties.
- Provide you a different level or quality of goods or services.
- Suggest that you may receive a different price or rate for goods or services or a different level or quality of goods or services.

However, we may offer you certain financial incentives permitted by the CCPA that **can result** in different prices, rates, or quality levels.

### **Other California Privacy Rights**

California's "Shine the Light" law (Civil Code Section § 1798.83) permits California residents to request certain information regarding our disclosure of their information to third parties for the third parties for direct marketing purposes. To make such a request, please contact us by sending an email at: [privacy@ialign.work](mailto:privacy@ialign.work)



### **Changes to Our Privacy Notice**

We reserve the right to amend this privacy notice at our discretion and at any time. When we make changes to this privacy notice, we will post the updated notice on the Website and update the notice's effective date. **Your continued use of StaffingNation following the posting of changes constitutes your acceptance of such changes.**

### **Contact Information**

If you have any questions or comments about this Privacy Notice, the ways in which iAlign.Work collects and uses your information described here and in the iAlign.Work Privacy Policy, your choices and rights regarding such use, or wish to exercise your rights under California law, please do not hesitate to contact us at:

iAlign.Work  
Attn: Privacy Team  
3545 Aero Court, Suite D  
San Diego, CA 92123  
[privacy@ialign.work](mailto:privacy@ialign.work)  
(858)810-3327